

STATE OF MONTANA TERM CONTRACT

DEPARTMENT OF ADMINISTRATION
PURCHASING BUREAU
165 MITCHELL BUILDING
HELENA MT 59620-0135
PHONE: (406) 444-2575 FAX: (406) 444-2529

T.C. #441-W MIS SERVICES CONTRACT

This is an exclusive contract

CONTRACT PERIOD	FROM	July 1, 1997	CONTRACT YEAR	NEW (X)
	TO	June 30, 1999		RENEW ()
VENDOR ADDRESS	VARIOUS - SEE LISTING		ORDER ADDRESS	
ATTN:			ATTN:	
PHONE:			PHONE:	
FAX:			FAX:	

PRICES ➤ AS NOTED HEREIN
DELIVERY ➤ AS AGREED UPON
F.O.B. ➤ AGENCY LOCATION
TERMS ➤ NET 30 DAYS OR AS AGREED UPON

REMARKS:

Agencies should order directly from the service provider (contract holder).

Term Contract prices and information are available on the Purchasing Bureaus website at www.mt.gov/doa/ppd/index.htm.

Agencies must submit a work order request to the computing policy and development section of Information Services Division.

GARY D WILLEMS, Contracts Officer

AUTHORIZED SIGNATURE/DATE

STATE OF MONTANA - TERM CONTRACT
Standard Terms and Conditions

The following standard terms apply unless specifically stated otherwise within the term contract.

REFERENCE TO CONTRACT

The contract (Purchase Order) number MUST appear on all invoices, packing lists, packages and correspondence pertaining to the contract. Furnish all invoices in triplicate.

SHIPPING

Goods shall be shipped prepaid, F.O.B. Destination. In the event the terms specify F.O.B. Shipping Point, shipping charges will be prepaid and itemized as a separate line item on invoicing. Such shipments shall be via the least expensive way. The State reserves the right to refuse any C.O.D. delivery.

PAYMENT TERM

All payment terms will be computed from the date of delivery of goods OR receipt of a properly executed invoice, whichever is later. The State is allowed 30 days to pay such invoices.

TAX EXEMPTION

The State of Montana is exempt from Federal Excise Taxes (#81-0302402).

HAZARDOUS CHEMICAL INFORMATION

The contractor shall provide one set of the appropriate material safety data sheets and container label upon delivery of a hazardous chemical to the user agency. All safety data sheets and labels will be in accordance with the OSHA "Hazard Communication Rule", 29 CFR 1910 and 50-78-101 through 50-78-402 MCA.

VENUE

This contract is governed by the laws of Montana. The parties agree that any litigation concerning this bid, proposal or subsequent contract must be brought in the First Judicial District in and for the County of Lewis and Clark, State of Montana, and each party shall pay its own costs and attorney fees.

NON-DISCRIMINATION

The State of Montana does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. Individuals who need aids, alternative document formats or services for effective communications or other disability-related accommodations in the programs and services offered, are invited to make their needs and preferences known to this office. Please provide as much advance notice as possible for requests.

The contractor must comply with the Montana Human Rights Act, the Civil Rights Act of 1964, the Age

Discrimination Act of 1975, the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. All hiring for goods and services purchased by this contract must be on the basis of merit and qualifications; there may not be discrimination on the basis of race, color, religion, creed, political ideas, sex, age, marital status, physical or mental disability, or national origin by the persons performing this contract.

HOLD HARMLESS/INDEMNIFICATION

The contractor agrees to indemnify the state, its officials, agents, and employees, while acting within the scope of their duties as such, harmless from and against all claims, demands and causes of action of any kind or character, including the cost of defense, arising in favor of the contractor's employees or third parties on account of bodily or personal injuries, death, or damage to property arising out of services performed, goods or rights to intellectual property provided or omissions of services or in any way resulting from the acts or omission of the contractor and/or its agents, employees, subcontractors or its representatives under this agreement, all to the extent of the contractors negligence.

ACCESS AND RETENTION OF RECORDS

The contractor agrees to provide the Department, Legislative Auditor or their authorized agents, access to any records necessary to determine if the contract has been complied with. The contractor agrees to create and retain records supporting the services rendered (or goods delivered) for a period of three years after either the completion date of this contract or the conclusion of any claim, litigation or exception relating to this contract taken by the State of Montana or third party.

CONFORMANCE WITH INVITATION FOR BID/PROPOSAL

No alteration in any of the terms, conditions, delivery, price, quality, quantities or specifications of the order as established by quotation from the contractor, shall be granted without prior written consent of the Purchasing Bureau. Goods delivered which do not conform to the contract terms, conditions and specifications may be rejected and returned at the contractor's expense.

State agencies will place orders directly with the contractor during regular working hours. Orders may be placed by phone and will be confirmed with a written memo or purchase order. The agency will reference the term contract number on all purchase orders or correspondence pertaining to the contract.

Revised 05/98

1. PURPOSE

The purpose of this Term Contract is to expedite the purchasing process for state agencies requesting computers and peripherals included under this contract.

2. RENEWAL

This contract may renewed by the Department for five (5) one year periods. In no case may this agreement run longer than seven (7) years.

3. CONSIDERATION/PAYMENTS

- 3.1 In consideration for the services to be provided, the ordering agency will pay within 60 days of receipt of a properly executed invoice. The final payment, plus retainer (if applicable), will be made within 60 days of receipt of a properly executed invoice and upon acceptance of completed project. The Contractor will bill each agency directly for services provided.
- 3.2 Services provided for any project may be charged on a time and materials or fixed price basis.
- 3.3 The Contractor will indicate the number of hours, the hourly rate, and the total charges for all staff, and total charges for the entire project. Both current and project-to-date charges must be provided.
- 3.4 Agencies may withhold payments to the Contractor if the Contractor has not performed in accordance with this contract.

4. SCOPE, AMENDMENT, AND INTERPRETATION

- 4.1 This MIS Services Term Contract (441-W) is issued in accordance with RFP 9739-W. In the event of a conflict or ambiguity among the terms of any document/agreement offered as a result of this contract, the following order of precedence shall control:
 - a) This Term Contract;
 - b) The agreement between the agency and the contractor;
 - c) The contractors response to RFP 9739-W;
 - d) The Request For Proposal (9739-W).
- 4.2 This document contains the entire agreement of the parties. Any enlargement, alteration or modification requires a written amendment signed by both parties. Mutually agreeable changes may be made to the contract provided that the terms of the contract do not materially change the Contractor's obligations to the State as expressed in the Contractor's accepted offer (RFP response); do not violate the

Constitution, Laws, or Rules of Montana; do not impose onerous obligations or conditions which materially change the value of the product or services to be provided to the agency and; do not contravene the mandatory requirements of the RFP.

5. RESPONSIBILITIES

5.1 Information Services Division (ISD) will:

- ▶ Approve all Work Orders between the contractor and individual state agencies.
- ▶ Review all requests by contractor to obtain a subcontractor(s).
- ▶ Provide the Contract Management Liaison.

5.2 The Subscribing Agency will:

- ▶ Develop Work Orders.
- ▶ Coordinate project aspects.

5.3 The Contractor will:

- ▶ Provide qualified personnel to the subscribing agency to negotiate initial project deliverables. (The contractor must not charge for this requirement).
- ▶ Develop the Work Order with subscribing agency.
- ▶ Comply with all aspects of the Work Order.
- ▶ Be responsible for any subcontractor - as outlined in the Work Order.

5.4 Each Contractor has named an Account Executive. The Account Executive will be liaison to the Contract Management Liaison and will assume responsibility for the coordination of all projects under this contract. The Account Executive will provide project status reports to the Contract Management Liaison on a monthly basis. The contents of the report will be determined by the Contract Management Liaison. The Account Executive will meet with the Contract Management Liaison, agency project manager, and/or any other personnel necessary to resolve conflicts or disagreements under this contract.

5.5 Agencies will work with the Contractor to develop the following project aspects:

- ▶ Project phases
- ▶ Specific deliverables and acceptance criteria
- ▶ Project termination
- ▶ Payment schedule
- ▶ Project organization and reporting structure

MIS SERVICES CONTRACT

All work orders will require prior approval by the Contract Management Liaison . The Contractor is required to involve the Contract Management Liaison early in the project planning process in order to ensure a timely approval.

The agency and Contractor are encouraged to execute a signed agreement for each individual project, detailing the items above.

- 5.6 All subcontracting will require prior approval by the Contract Management Liaison and the agency project manager. The Contractor will be responsible for satisfactory performance and payment of all subcontractors. For each work order, the Contractor shall identify the name(s) of subcontractors proposed, specifying the duties that will be performed. The Contractor will identify key subcontractor personnel who will be providing the proposed services. The Contractor will describe the contractual relationship between its organization and the subcontractor.
- 5.7 It is highly desirable that any systems implemented under this contract employ State standard operating systems and utilize non-proprietary software. Any proprietary software utilized under this contract will be held in escrow for the duration of the contract. Any software developed for and paid for by the agency shall become State property.

6. REMOVALS, WITHDRAWALS, AND ADDITIONS

- 6.1 Qualifications of Term Contract holders will be periodically reviewed. Any contract holder that has not performed adequately may be removed from the Term Contract. A Contractor that has been removed from the roster will be notified and provided with a justification for removal.
- 6.2 Contractors may withdraw their names from the contract at any time, by submitting a written request to the Contract Management Liaison.
- 6.3 The State may periodically re-open the evaluation process to add qualified Contractors to the Term Contract for existing MIS services, or to obtain qualified Contractors for new MIS services. Contractors do not have to re-qualify for services they are currently providing. Contractors may apply for services they currently do not provide.

7. CONTRACT SECURITY

Contractors have provided the Purchasing Bureau with contract security in the amount of \$50,000. Contract security will apply for the term of the contract and any subsequent renewal periods. The State may require additional contract security and/or a retainer fee depending upon the services offered.

8. HEADINGS

The heading or captions of the sections and subsections of this contract are inserted for convenience only. They shall not be deemed to be part of this contract and in no way define, limit, extend, or describe the scope of intent of any provisions hereof.

9. ACCESS AND RETENTION OF RECORDS

- 9.1 Contractor agrees to provide the Department, the Legislative Auditor, or their authorized agents access to any records concerning this contract.
- 9.2 Contractors agree to create and retain all records supporting the services rendered (or goods delivered) for a period of three years after either the completion date of this contract or the conclusion of any claim, litigation, or exception relating to this contract taken by the State or a third party.

10. ASSIGNMENT, TRANSFER, AND SUBCONTRACTING

Contractors may not assign or transfer any portion of this contract without the express written consent of the Contract Management Liaison.

11. CHOICE OF LAW AND VENUE

This contract is governed by the laws of Montana. The parties agree that any litigation concerning this contract must be brought in the First Judicial District in and for the County of Lewis and Clark, State of Montana.

12. COMPLIANCE WITH LAWS

- 12.1 Contractor must comply with the Montana Human Rights Act, the Civil Rights Act of 1964, the Age Discrimination Act of 1975 and the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.
- 12.2 If one or more provisions of the contract are deemed to be unlawful or unconstitutional or stricken by a court of law, all valid provisions that are severable from the invalid provisions remain in effect and are valid and binding on the parties. If any provision hereof is in conflict with any applicable statute or rule of law, then such provision shall be deemed inoperative to the extent that it may conflict therewith and shall be deemed to be modified to conform with such statute, rule of law, court order, or judgement.

13. INDEMNIFICATION

Contractor agrees that it will indemnify the State and hold it harmless from any and all claims, losses and expenses or injuries to property or persons caused by any negligence of the Contractor, its agents, representatives, subcontractors, or employees.

14. LIQUIDATED DAMAGES

The State of Montana reserves the right to assess liquidated damages in the amount of one half of one percent ($\frac{1}{2}$ of 1%) per calendar work day on the amount of contract price for failure to comply with the conditions of the award. This sum may be deducted from supplier payment for failure to deliver/perform when specified. No premium will be awarded to the supplier for delivery/performance in advance of the specified time.

15. PATENT AND COPYRIGHT PROTECTION

15.1 In the event of any claim by any third party against the State that the products furnished under this contract infringe upon or violate any patent or copyright, the State shall promptly notify Contractor. Contractor shall defend such claim, in the States' name or its own, as appropriate, but at the Contractor's expense. Contractor will indemnify the State against all costs, damages and attorney's fees that a court finally awards as a result of such claim. If the State reasonably concludes that its interests are not being properly protected, it may enter any action. However, any settlement by the State with the party alleging such infringement or violation shall not be binding upon Contractor and the Contractor shall be under no obligation to pay or indemnify the State. Further, if principles of governmental or public law are involved, the State of Montana may participate in the defense of any such action.

15.2 If any product furnished is likely to or does become the subject of a claim of infringement of a patent or copyright, then Contractor may, at its option, procure for the State the right to continue using the alleged infringing product, or modify the product so that it becomes non-infringing. If none of the above options can be accomplished, or if the use of such product by the State shall be prevented by permanent injunction, the State agrees to return the product at Contractor's request and the Contractor agrees to grant the State a credit for full cost of the product and any related product provided by Contractor which can no longer be used effectively without the use of the infringing product.

MIS SERVICES CONTRACT

15.3 This section shall not apply if the infringement, or claim thereof, is based upon the use of products supplied by the Contractor in combination with other software not made or supplied by Contractor (State or other vendor supplied), or the use of products by the State with apparatus, data or programs not furnished or supplied by Contractor (State or other vendor supplied), or products not manufactured or supplied by Contractor (State or other vendor supplied).

16. INTELLECTUAL PROPERTY

16.1 All patent and other legal rights in or to inventions arising out of activities funded in whole or in part by this contract must be available to the public for royalty-free and nonexclusive licensing.

The Contractor shall notify the Contract Management Liaison in writing of any invention conceived or reduced to practice in the course of performance of this contract.

16.2 The State and the public shall have a royalty-free, nonexclusive, and irrevocable right to reproduce, publish or otherwise use and authorize others to use, copyrightable property created under this contract.

17. INSURANCE

17.1 Contractor shall maintain insurance of the following types and the specified minimum amounts.

17.2 The Contractor is required to procure and maintain for the duration of the contract, at its cost and expense, primary insurance coverage against claims for injuries to persons or damages to property including contractual liability which may arise from or in connection with work performed by, or under general supervision of, the Contractor, his agents, representatives, employees and subcontractors under this contract. This insurance shall cover such claims as may be caused by any act, omission, or negligence of the Contractor or its officers, agents, representatives, assigns, or servants.

17.3 The Contractor has provided a certificate for Commercial General Liability, to include bodily injury, personal injury, property damage and automobile liability insurance with combined single limits of not less than \$500,000.00 per claim and/or \$1,000,000.00 per occurrence.

17.4 This certificate names the State of Montana as an additional insured under the Contractors' policy.

18. WORKERS' COMPENSATION/INDEPENDENT CONTRACTORS EXEMPTION

Contractors are required to maintain Workers' Compensation or an Independent Contractors Exemption covering the contractor and/or employees while performing work for the State in accordance with 39-71-120/401/405, MCA. Neither the contractor nor its employees are employees of the State. This insurance/exemption must be valid for the entire contract period.

19. MEETINGS

The Contractor is required to meet with Department personnel to resolve technical or contractual problems that may occur during the term of the contract. Meetings will occur as problems arise and will be coordinated by the Department. The Contractor will be given a minimum of three (3) full working days notice of meeting date, time, and location. Face to face meetings are desired. However, at the Contractor's option and expense, a conference call meeting may be substituted. Consistent failure to participate in problem resolution meetings (two (2) consecutive missed or rescheduled meetings), or to make a good faith effort to resolve problems, may result in termination of the contract.

20. NOTICE

Written notice sent by certified mail, return receipt requested, shall be deemed made when received or initially refused by the other party.

21. PRICE PROTECTION

This contract provides price protection by establishing the price for the services as specified for the term of the contract.

22. TERMINATION

- 22.1 Breach or non-performance of any contract term shall constitute cause upon which the State may immediately terminate the contract.
- 22.2 If the Contractor fails to perform the work in accordance with the provisions of this contract, and does not cure or does not correct such failure within a period of thirty (30) days after receipt of the Department's written notice thereof, the State may, by written notice terminate the whole or any part of this contract.
- 22.3 The State, at its sole discretion, may terminate or reduce the scope of this contract if available funding is reduced for any reason.

23. YEAR 2000 COMPLIANCE

Contractor warrants that any software provided under this contract shall be able to accurately process date data (including, but not limited to, calculating, comparing, and sequencing) from, into, and between the twentieth and twenty-first centuries, including leap year calculations, when used in accordance with the product documentation provided by the Contractor. In the event of problems in date data processing, the Contractor warrants that it will place the highest priority on making all code adjustments necessary at no cost to the State in order to ensure that the code modified or provided by the Contractor is year 2000 compliant.

24. LIAISON

The Contractor and the Department will provide a liaison for management of this contract. Written notices or complaints will first be directed to the liaison.

24.1 Contractor Liaison (See attached schedule)

24.2 Contract Management Liaison. This contract is managed by the Information Services Division of the Department of Administration for the State of Montana in accordance with 2-17-501, MCA. Contract management inquiries and problems should be addressed to:

Brett Boutin
Computing Policy & Development Unit
Information Services Division
Mitchell Bldg., Rm. 221
Helena, MT 59620-0113
Telephone: (406) 444-0515
Fax: (406) 444-2701

MIS SERVICES CONTRACT

MIS Services
Term Contract 441-W
List of Contractors
As of July 1, 1997

MAINFRAME ANALYSIS & PROGRAMMING	BDM	Computer Consulting Corp.	Tricoastal Consulting Ltd.	
MIDRANGE ANALYSIS & PROGRAMMING	BDM	Information Engineering Inc.	WESCO	
MICROCOMPUTER ANALYSIS & PROGRAMMING	BDM	Computer Consulting Corp.	Front Desk Software Corp.	WESCO
ORACLE ANALYSIS & PROGRAMMING	BDM	Computer Consulting Corp.	Gold Systems Inc.	Information Engineering Inc.
	KPMG-Peat Marwick	Oracle Corporation	WESCO	
ELECTRONIC COMMERCE	BDM	CTA Inc.	KPMG-Peat Marwick	WESCO
NETWORK SERVICES	BDM	Computer Consulting Corp.		
INTERNET	BDM	CTA Inc.	KPMG-Peat Marwick	
DATA COLLECTION	BDM			
YEAR 2000	BDM	CTA Inc.	Information Systems & Networks Corp.	KPMG-Peat Marwick

Note - Vendors listed alphabetically by service area.

**MIS Services Term Contract
Address/Liaison
As of January 1, 1998**

<p>BDM Jack Ellery 100 N. Park Second Floor Helena, MT 59601 Phone: 443-8639 Fax: 443-8601</p> <p>Computer Consulting Corp. Earl Nelson Suite 612, Metals Building Butte, MT 59701 Phone: (406) 723-4336 Fax: (406) 723-8455</p> <p>Earl Nelson Draper, UT Phone: (801) 934-1174 Fax: (801) 943-1127</p> <p>Tricoastal Consulting Ltd. Andrea Dandro 25 S. Ewing Suite 520 Helena, MT 59601 Phone: 449-6100</p> <p>Information Engineering Inc. Shawn Whyte 44 W. 6th Ave Suite 230 Helena, MT 59601 Phone: 443-5498 Fax: 457-9364</p> <p>WESCO Jeff MacDonald 30 W. 6th Ave. Helena, MT 59601 Phone: 443-5491 Fax: 442-0034</p>	<p>Front Desk Software Corp. Christopher Sinrud P.O. Box 881 Helena, MT 59624-0881 Phone: 443-1416 Fax: 449-7739</p> <p>Gold Systems Inc. Steve Gold 2036 South 1300 E., Suite D Salt Lake City, UT 84105 Phone: (801) 458-7445 Ext. 102 Fax: (801) 458-7323</p> <p>KPMG - Peat Marwick Doug LeDu 400 Capitol Mall Suite 800 Sacramento, CA 95814 Phone: (916) 554-1154 Fax: (916) 554-1767</p> <p>Oracle Norm Wismer 170 South Main Suite 1150 Salt Lake City, UT 84101 Phone: (801) 595-5675 Fax: (801) 595-5650</p> <p>CTA Inc. John Henderson 7150 Campus Dr. Suite 100 Colorado Springs, CO 80920 Phone: (719) 590-5213 Fax: (719) 590-5198</p> <p>Information Systems & Networks Corp. Thomas McManus 10411 motor City Drive Bethesda, Maryland 20817 Phone: (301) 469-0400</p> <p>John Dennis (Assistant) Phone: (919) 361-9422</p>
---	--

Contractor Rates/Definitions

Contractor rates per service area vary according to staff proficiency rating, defined by the following:

Project Manager

<u>Rating</u>	<u>Proficiency Definition</u>
1	Generally familiar in the Service Area because of training or limited project management experience on 1 or more small projects (<160 hours) within the last 3 years.
2	Limited exposure in the Service Area resulting from project management responsibility on 1 or more medium projects (161-1000 hours) within the last 3 years.
3	Moderate exposure in the Service Area, with full project management responsibility on at least 1 major project (>1000 hours) within the last 2 years.
4	Extensive exposure in the Service Area, with full project management responsibility on at least 2 major projects (>1000 hours) within the last 2 years.

Systems Analyst

<u>Rating</u>	<u>Proficiency Definition</u>
1	Generally familiar in the Service Area because of training or limited systems analyst experience on 1 or more small projects (<160 hours) within the last 3 years.
2	Limited exposure in the Service Area resulting from systems analyst responsibility on 1 or more medium projects (161-1000 hours) within the last 3 years.
3	Moderate exposure in the Service Area, with full systems analyst responsibility on at least 1 major project (>1000 hours) within the last 2 years.
4	Extensive exposure in the Service Area, with full systems analyst responsibility on at least 2 major projects (>1000 hours) within the last 2 years.

Senior Programmer/Analyst

<u>Rating</u>	<u>Proficiency Definition</u>
1	Generally familiar with the language because of training or limited use of the software.
2	Limited exposure resulting from actual use of the software within the last 3 years.

- 3 Moderate use of software, using most common facilities of the software, where the software is one of the primary software tools used by the applicant. Used within the last 2 years.
- 4 Extensive use of software, using most facilities of the software, as part of primary support duties on assigned systems. Used within the last year.

Programmer/AnalystRating Proficiency Definition

- 1 Generally familiar with the language because of training or limited use of the software.
- 2 Limited exposure resulting from actual use of the software within the last 3 years.
- 3 Moderate use of software, using most common facilities of the software, where the software is one of the primary software tools used by the applicant. Used within the last 2 years.
- 4 Extensive use of software, using most facilities of the software, as part of primary support duties on assigned systems. Used within the last year.

Research Analyst/Report WriterRating Proficiency Definition

- 1 Generally familiar in the Service Area because of training or limited research/writing experience on 1 or more small projects (<160 hours) within the last 3 years.
- 2 Limited exposure in the Service Area resulting from research analysis and report writing responsibility on 1 or more medium projects (161-1000 hours) within the last 3 years.
- 3 Moderate exposure in the Service Area, with full research analysis and report writing responsibility on at least 1 major project (>1000 hours) within the last 2 years.
- 4 Extensive exposure in the Service Area, with full research analysis and report writing responsibility on at least 2 major projects (>1000 hours) within the last 2 years.

Technical SpecialistRating Proficiency Definition

- 1 Generally familiar in the Service Area because of training or limited technical experience on 1 or more small projects (<160 hours) within the last 3 years.

MIS SERVICES CONTRACT

- 2 Limited exposure in the Service Area resulting from technical work on 1 or more medium projects (161-1000 hours) within the last 3 years.
- 3 Moderate exposure in the Service Area, with full design and implementation responsibility on at least 1 major project (>1000 hours) within the last 2 years.
- 4 Extensive exposure in the Service Area, with full design and implementation responsibility on at least 2 major projects (>1000 hours) within the last 2 years.

Mainframe Analysis & Programming

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Senior Prog/Analyst	\$65	\$65	\$70	\$75
Prog/Analyst	\$50	\$50	\$55	\$60

CCC	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$65	\$70	\$80	\$95
Systems Analyst	\$50	\$54	\$58	\$62
Senior Prog/Analyst	\$46	\$48	\$50	\$54
Prog/Analyst	\$40	\$42	\$44	\$46

Tricoastal Consulting Ltd.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$75	\$95	\$125	\$175
Systems Analyst	\$65	\$75	\$90	\$125
Senior Prog/Analyst	\$55	\$65	\$75	\$95
Prog/Analyst	\$40	\$55	\$65	\$80

Midrange Analysis & Programming

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Senior Prog/Analyst	\$65	\$65	\$70	\$75
Prog/Analyst	\$50	\$50	\$55	\$60

Information Engineering Inc.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$94	\$96	\$98	\$100
Systems Analyst	\$84	\$86	\$88	\$90
Senior Prog/Analyst	\$74	\$76	\$78	\$80
Prog/Analyst	\$64	\$66	\$68	\$70

WESCO	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager			\$101	\$101
Systems Analyst			\$87	\$87
Senior Prog/Analyst			\$75	\$75
Prog/Analyst			\$60	\$60

Microcomputer Analysis & Programming

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Senior Prog/Analyst	\$65	\$65	\$70	\$75
Prog/Analyst	\$50	\$50	\$55	\$60

CCC	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$65	\$70	\$80	\$90
Systems Analyst	\$50	\$54	\$58	\$62
Senior Prog/Analyst	\$44	\$46	\$48	\$50
Prog/Analyst	\$36	\$38	\$40	\$42

Front Desk Corp.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$60	\$60	\$60	\$60
Systems Analyst	\$60	\$60	\$60	\$60
Senior Prog/Analyst	\$60	\$60	\$60	\$60
Prog/Analyst	\$60	\$60	\$60	\$60

WESCO	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager			\$101	\$101
Systems Analyst			\$87	\$87
Senior Prog/Analyst			\$75	\$75
Prog/Analyst			\$60	\$60

Oracle Analysis & Programming

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Senior Prog/Analyst	\$65	\$65	\$70	\$75
Prog/Analyst	\$50	\$50	\$55	\$60

CCC	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$70	\$75	\$80	\$90
Systems Analyst	\$60	\$62	\$65	\$75
Senior Prog/Analyst	\$50	\$52	\$55	\$58
Prog/Analyst	\$40	\$44	\$46	\$48

Gold Systems Inc.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$50	\$50	\$60	\$65
Systems Analyst	\$50	\$50	\$60	\$65
Senior Prog/Analyst	\$50	\$50	\$60	\$65
Prog/Analyst	\$45	\$45	\$55	\$60

Information Engineering Inc.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$94	\$96	\$98	\$100
Systems Analyst	\$84	\$86	\$88	\$90
Senior Prog/Analyst	\$74	\$76	\$78	\$80

MIS SERVICES CONTRACT

Prog/Analyst	\$64	\$66	\$68	\$70
--------------	------	------	------	------

Oracle Analysis & Programming -- Continued

KPMG -- Peat Marwick	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$210	\$220	\$230	\$240
Systems Analyst	\$170	\$180	\$190	\$200
Senior Prog/Analyst	\$135	\$145	\$155	\$165
Prog/Analyst	\$105	\$115	\$125	\$130

Oracle Corp.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$205	\$226	\$236	\$268
Systems Analyst	\$173	\$194	\$204	\$236
Senior Prog/Analyst	\$158	\$173	\$173	\$205
Prog/Analyst	\$118	\$136	\$157	\$173

WESCO	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager			\$101	\$101
Systems Analyst			\$87	\$87
Senior Prog/Analyst			\$75	\$75
Prog/Analyst			\$60	\$60

Electronic Commerce

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Research Analyst Report Writer	\$65	\$65	\$75	\$85
Technical Specialist	\$75	\$75	\$85	\$90

CTA Inc.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$83	\$93	\$98	\$112
Systems Analyst	\$69	\$77	\$81	\$94
Research Analyst Report Writer	\$65	\$72	\$76	\$87
Technical Specialist	\$55	\$62	\$65	\$75

KPMG -- Peat Marwick	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$210	\$220	\$230	\$240
Systems Analyst	\$170	\$180	\$190	\$200
Research Analyst Report Writer	\$135	\$145	\$155	\$165
Technical Specialist	\$105	\$115	\$125	\$130

MIS SERVICES CONTRACT

WESCO	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager			\$101	\$101
Systems Analyst			\$87	\$87
Research Analyst Report Writer			\$75	\$75
Technical Specialist			\$60	\$60

Network Services

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Research Analyst Report Writer	\$65	\$65	\$75	\$85
Technical Specialist	\$75	\$75	\$85	\$90

CCC	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$65	\$75	\$85	\$90
Systems Analyst	\$54	\$56	\$58	\$62
Research Analyst Report Writer	\$45	\$48	\$51	\$54
Technical Specialist	\$46	\$48	\$50	\$54

MIS SERVICES CONTRACT

Internet

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Research Analyst Report Writer	\$65	\$65	\$75	\$85
Technical Specialist	\$75	\$75	\$85	\$90

CTA	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$83	\$93	\$98	\$112
Systems Analyst	\$69	\$77	\$81	\$94
Research Analyst Report Writer	\$65	\$72	\$76	\$87
Technical Specialist	\$55	\$62	\$65	\$75

KPMG -- Peat Marwick	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$210	\$220	\$230	\$240
Systems Analyst	\$170	\$180	\$190	\$200
Research Analyst Report Writer	\$135	\$145	\$155	\$165
Technical Specialist	\$105	\$115	\$125	\$130

Data Collection

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$98	\$98	\$105	\$115
Systems Analyst	\$75	\$75	\$85	\$90
Research Analyst Report Writer	\$65	\$65	\$75	\$85
Technical Specialist	\$75	\$75	\$85	\$90

Year 2000

BDM	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$126	\$138	\$150	\$156
Systems Analyst	\$108	\$114	\$126	\$126
Senior Prog/Analyst	\$120	\$132	\$144	\$150
Prog/Analyst	\$102	\$108	\$114	\$120
Testing Specialist	\$84	\$90	\$102	\$108
Other Technical Specialist	\$102	\$108	\$114	\$120

CTA Inc.	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$103	\$115	\$121	\$140
Systems Analyst	\$86	\$96	\$101	\$116
Senior Prog/Analyst	\$86	\$96	\$101	\$116
Prog/Analyst	\$75	\$83	\$88	\$101
Testing Specialist	\$80	\$90	\$94	\$109
Other Technical Specialist	\$69	\$77	\$93	\$93

Year 2000 -- Continued

Information Systems & Networks Corp.	EXPERIENCE LEVEL				
	RATES	1	2	3	4
	Project Manager				\$125
	Systems Analyst				\$75
	Senior Prog/Analyst				\$75
	Prog/Analyst				\$67
	Testing Specialist				\$69
	Other Technical Specialist				\$52

KPMG -- Peat Marwick	EXPERIENCE LEVEL			
RATES	1	2	3	4
Project Manager	\$210	\$220	\$230	\$240
Systems Analyst	\$170	\$180	\$190	\$200
Senior Prog/Analyst	\$135	\$145	\$155	\$165
Prog/Analyst	\$105	\$115	\$125	\$130
Testing Specialist	\$105	\$115	\$125	\$130
Other Technical Specialist	\$105	\$115	\$125	\$130

WORK ORDER

MIS VENDOR AND ADDRESS: _____ _____ _____ _____	AGENCY: _____ _____ _____				
DESCRIPTION OF WORK REQUEST:					
<table style="width: 100%; border: none;"> <tr> <td style="width: 25%;">REQUESTED IMPE- MENTATION DATE _____</td> <td style="width: 25%;">ESTIMATED # OF HOURS _____</td> <td style="width: 25%;">ESTIMATED AMOUNT \$ _____</td> <td style="width: 25%;">SEE ATTACHMENTS _____</td> </tr> </table>		REQUESTED IMPE- MENTATION DATE _____	ESTIMATED # OF HOURS _____	ESTIMATED AMOUNT \$ _____	SEE ATTACHMENTS _____
REQUESTED IMPE- MENTATION DATE _____	ESTIMATED # OF HOURS _____	ESTIMATED AMOUNT \$ _____	SEE ATTACHMENTS _____		
ORIGINATOR'S SIGNATURE	_____ _____	DATE _____ DATE _____	PHONE NUMBER _____ PHONE NUMBER _____		
ISD: APPROVED _____ NOT APPROVED _____	ISD SIGNATURE				
COMMENTS:					